



MEMORANDUM
HEALTH AND HUMAN SERVICES
HUMAN SERVICES
County of Placer

TO: Board of Supervisors

DATE: May 17, 2016

FROM: Jeffrey S. Brown, M.P.H., M.S.W., Director of Health and Human Services

SUBJECT: Community College Foundation (CCF) Contract Amendment and Renewal for Paid Work Experience and Paid Internship Placements for Welfare to Work Participants

ACTION REQUESTED

1. Approve the second amendment to CN005713 with The Community College Foundation, to cover the cost of increased Paid Work Experience and Paid Internship placements for CalWORKs welfare-to-work participants. This amendment increases the total contract amount from \$388,016 to \$581,226 for the period July 1, 2015 through June 30, 2016, and authorizes the Director of Health and Human Services to sign this amendment and subsequent amendments up to 10 percent of the newly amended contract amount, consistent with the current agreement's subject matter and scope of work.
2. Approve a contract with The Community College Foundation for CalWORKs welfare-to-work Paid Work Experience and Paid Internship placements for the period July 1, 2016 through June 30, 2017, in the amount of \$617,934, and authorize the Director of Health and Human Services to sign this contract and subsequent amendments up to 10 percent of the contract amount consistent with the agreements subject matter and scope of work.

BACKGROUND

After several years of exempting many CalWORKs welfare-to-work participants from work requirements, the legislature put into effect, a sunset on exemption regulations, and required counties to establish plans to re-engage participants and help transition them into employment. The HHS – Human Services Division has been contracting with The Community College Foundation (CCF) to administer both a Paid Work Experience and a Paid Internship program since 2013. Contracting with CCF for these services avoids duplicating efforts and draws on their established experience and expertise.

The HHS – Human Services Division, in partnership with the Business Advantage Network (BAN) and CCF, implemented three subsidized wage approaches to broaden job opportunities to address the varying skill and experience levels of program participants. These include:

1. Traditional wage subsidies to employers who hire participants that are the most job ready.
2. Paid Work Experience (WEX), which provides 100 percent wage reimbursement to employers who hire participants who may need short-term work experience to become more job ready.
3. Paid Internships and training provide 100 percent wage reimbursement to employers who hire students so that they may gain work experience in their field of study.

Due to the success of the Expanded Subsidized Wage program throughout the State and in Placer County, funding has steadily increased and the County has been able to strengthen and expand its efforts. Placement rates continue to exceed expectations.

- In FY 2014/15, 135 participants were placed with an average \$9.09 per hour wage.
- In FY 2015/16, through March 28, 185 participants have participated with an average \$9.44 per hour wage.
- In FY 2015/16, 137 new participants have begun Paid WEX through TCCF.
 - Of those, 77, or 56%, have become employed, while 27 are continuing in their paid WEX placement presently.

- 39 of the 77 that began employment started as Paid WEX through our outreach to participants that were not meeting participation hour requirements, and many were in sanction for non-participation.
- In FY 2016/17, we anticipate 195 participants with an average of \$10.10 per hour wage.

The wage subsidy program has been a win-win for employers and participants alike.

1. Employers have been able to hire employees to help sustain their businesses that they otherwise could not afford during difficult economic times; and
2. Participants have access to jobs that might otherwise not be available.

An example of the success of this program is the VITA or Volunteer Income Tax Assistance program. In 2016, Human Services began, in partnership with the Internal Revenue Service (IRS), a VITA program to offer free tax filing assistance to low income wage earners and families. This is the first and only program for free tax preparation in Placer County for this population. Participants from the TCCF Paid WEX Program were trained to perform these tax filings. Through April 8, 2016, these WEX participants prepared 180 tax returns for a total of more than \$210,000 in federal and state tax returns. The Paid WEX participants gained valuable, translatable work skills that will better enable them to gain long-term employment in a lucrative field, and in fact, two of the four just secured full-time employment.

FISCAL IMPACT

This contract is funded with 100 percent Federal and State funds. No County General Fund contribution is required. Funding for the contract amendment is included in the Department's FY 2015/16 Final Budget. Funding for the contract renewal is included in the Department's FY 2016/17 Proposed Budget.

ATTACHMENTS

These agreements are on file with the Clerk of the Board for review.